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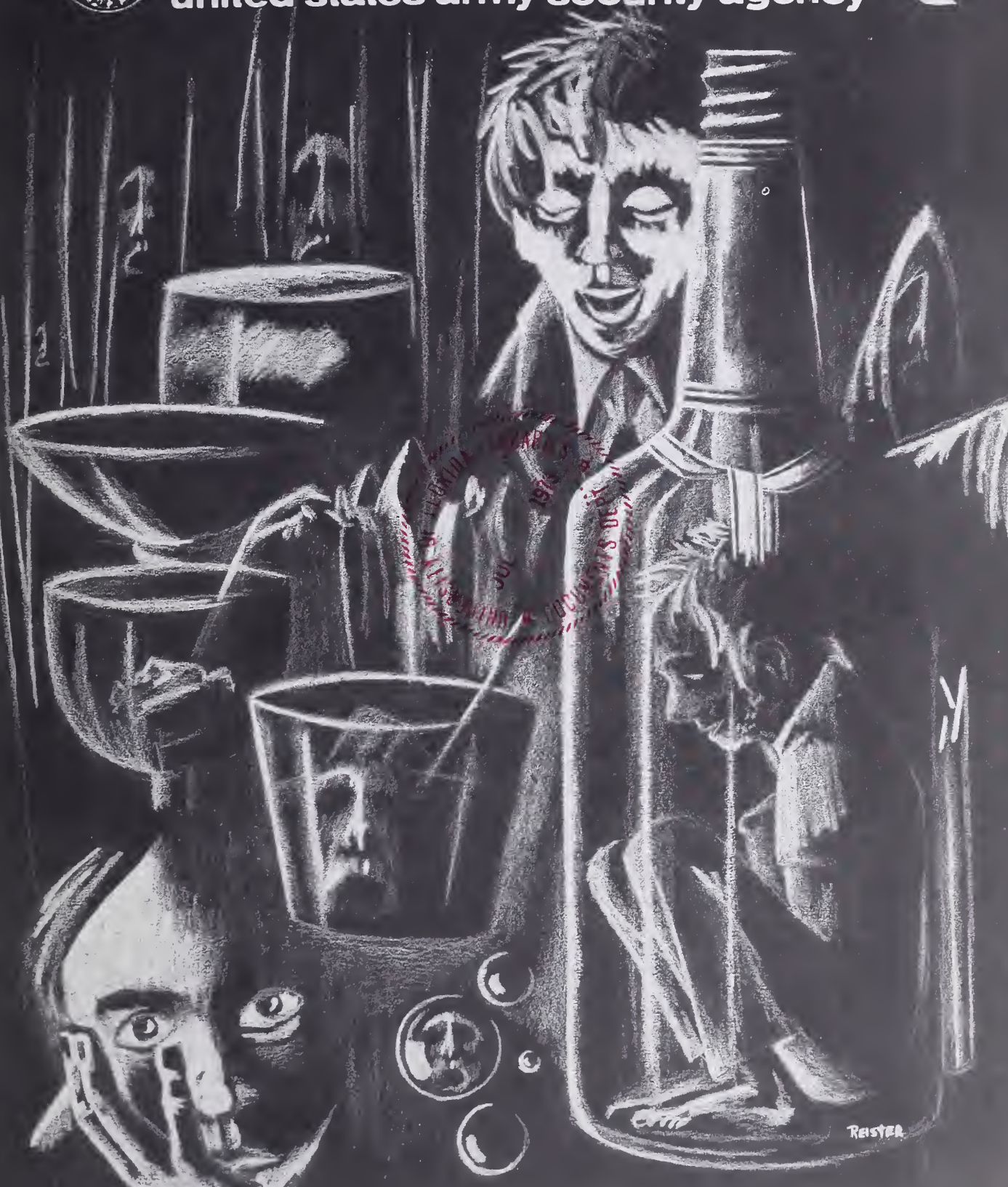
6/7

july 1973



HALLMARK

united states army security agency



Everything you always wanted to know about alcoholics
but were afraid to find out—see page 8.

The War of the Sexes Continues

Last month's Dialogue asked WACs and women employees "Has the Army gone far enough, not far enough or too far in granting equal opportunity for women?"

The HALLMARK felt it only fair to ask this same question of male officers, civilian and enlisted personnel, to get both sides of the issue. Their answers prove that the "liberals" are just as outspoken as the "chauvinists." One point they did agree on was brought out by a Lieutenant who said "Men and women together have to decide what is meant by equal opportunity before we can obtain an answer." (Will we ever have an answer?)

One individual posed a couple of questions before he answered. . .

"What is far enough?" "What is too far?"
"To the ladies I can only say—the Army has offered you equal opportunity. Some of the responses contained in the June issue make it appear that equal opportunity is being confused with respect or acceptance. These cannot be offered by the Army. They are personal considerations and must be individually earned. The opportunity to be respected or accepted is there—the rest is up to you."

SGM

A few thought it wasn't practical. . .

"All in all it is questionable whether the overall costs justify the utility value gained."

LTC

"Authorizations now being made available for women will not be practical for women during combat operations. Consequently, they will remain in a communications zone in possibly some authorizations—but not in a combat zone."

CPT

It won't work. . .

"WACs receive the same pay as their male counterparts but are exempted from what are considered the more derogatory and basic aspects of military service, such as infantry training, extra fatigue details (e.g. shoveling snow and painting barracks) and combat eligibility. For complete equal opportunity, women must possess not only a willingness to assume responsibility but the physical stamina and personality imperative for positions of responsibility in the Army."

1LT

"A woman should be soft and cuddly. A uniform doesn't change things. Why would they want to command men anyway?"

GS12

"Women in the Army will never achieve 'equal opportunity' because of the traditional mission of the Army as a combat ready organization. Maybe if we ever achieve a separate staff Army and a separate fighting Army, we would be able to achieve equality."

GS14

"The Army bends in some ways but to demand equality and demand to be treated as ladies, is a contradiction of oneself."

SP5

They already have it good. . .

"Due to the limited places and billeting that WACs can be assigned, they have a distinct advantage over the EM in respect to the choice tours and assignments."

SP4

The blame falls on the Army. . .

"The continuing problem within the Army of people trained in one area and used in areas not related to that training applies to WACs as well as enlisted men. . . People in general must feel that the job which they perform is of some worth or value."

SP5

Suggestions for improvement. . .

"Cooperate with the system and don't cry 'It happened because I'm a WAC.'"

SP4

"A giant step toward elimination of the barriers that prevent women from obtaining equal opportunity in the separation from service (DoD) of all males (officer and enlisted) who refuse to get with the Equal Opportunity Program for women and minorities. These non-participants should be replaced by women or minorities."

1LT

"Now is the time to turn off the spotlight and allow what is now new and unusual to become the norm."

MSG

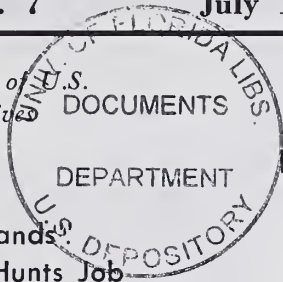
"WACs should be incorporated into the basic branches of the Army and the Women's Army Corps should cease to exist. If women are to compete on a fair basis with men doing the same job with the same MOS at the same place they should be managed by the same people of the same branch. The rationale for a separate Women's Army Corps would therefore justify a Black Army Corps or a Blonde's Army Corps or a corps based on any capricious differences of individuals."

CPT

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Our Cover—Slightly depressing? Maybe, but once an individual becomes dependent upon "just one more drink," his family and friends become intertwined in the cyclic alcoholic syndrome. The story becomes more complex when ASA enters the picture. Read what can and does happen in "Drinking Problems Start Young" beginning on page 8. Art is by Rick Reister.

Does ASA have an alcoholism problem? There are two strongly divergent views on this subject.

The unequivocally "yes" side is represented by the few alcoholics the Hallmark was able to interview for the articles which start on page 8. With them the problem is intensely personal and emotional. So from this viewpoint the problem is very real indeed.

The "no" side is tempered by a somewhat greater degree of objectivity. It is represented by present and former commanders of a variety of ASA field stations and units who are more inclined to point to the statistical picture which admittedly shows a low incidence of alcoholism in ASA.

Most would agree with the position taken by ASA Chief of Staff, Colonel Vernon E. Robbins, who says:

"Alcoholism is not an epidemic in ASA, but if there is one man who has it, we should worry about him and see that he gets treatment."

All commanders interviewed for the alcoholism features were aware of the problem alcoholism presents to the individual and to the Agency. Many told how they had handled particular alcoholic problems.

So we can't say that the experience of one alcoholic related in his own words on page 8 is typical. It is a good example though of the difficulties faced by the problem drinker who needs special understanding and help and the commander who must temper his concern for the individual with his primary responsibility for mission accomplishment.

In the military—particularly in ASA—where a state of mental and physical readiness far beyond that required of a civilian sales clerk or factory hand must be maintained, any potentially incapacitating condition must be closely examined and controlled.

But the least we can do for the alcoholic is to create an atmosphere of understanding that will encourage him or her to seek the professional help the Army now provides.

Winner of 3 Blue Pencil Awards from the Federal Editors Association as one of the best Government Publications produced in 1970, 1971 and 1972.

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They Have Gallant Hands

“There are going to be more women in this man's Army doing more jobs than ever before. Times are changing,” reports *Soldiers* magazine, and it looks as though two ASA girls are making that prediction come true.

Private First Class Patricia L. Jackson and Specialist 4 Diane M. Jones, the Army Security Agency's first female communications security specialists, recently participated in the US Readiness Command Joint Forces Training Exercise “Gallant Hand 73.”

The two WACs who are stationed at Ft. Sam Houston, Texas, were the only two girls among the approximately 37,000 participants in Gallant Hand. But they weren't given special treatment, they had to pitch their own tents and work 12 hour shifts, just like the rest of the soldiers.

It was always a complete surprise when anyone found out there were girls in the area. “At first,” said Diane, “they thought we were long haired hippies.” One of the funniest comments she remembers came from one of the two tanks stationed by the outdoor latrine. “Hey, Bill, it's

a girl!” “Where?” “In the porta toilet!” They sounded so amazed at the presence of a real live girl, that Diane was almost afraid to come out.

Pat and Diane both said that it was “sorta fun” and Diane is especially delighted that she can really take traffic in the field.

Another happening which never ceased to amaze them were the numerous times they received disaster messages. “A day didn't go by without an announcement that we were either killed or captured.”

Because the girls' tents were separated from the rest of the group, both guys and gals looked forward to the time when “the flaps were up”—when all the tents were open and they could mingle, play cards, or simply listen to stories about “when I was. . .”

The female SIG SEC'ers say they would like to participate in another field exercise, and it looks as though they will have their chance, for this summer they're scheduled to participate in the training of Reserve and National Guard Units.



Looks like Private Jackson (l) and Specialist Jones don't mind being the only girls at Gallant Hand.

Is this what it's like to “rough it”?





“Perhaps at no other time has the job market been tighter—unless it was last year at this time when I gave this presentation.”

So began my job search. The military advisor, with his gloomy speech (standard presentation number two—“The World’s A Cruel Place, G.I.”), set the tenor for my time in the economic jungle. Despite the terrors of cutthroat competition, vicious prices, and scarce jobs, I vaulted over the protective OD walls and lunged into the world of resumes, placement services, and job interviews. Aaarrghh!

April 1973 and here I am sitting and sweating in my first interview: “What does it take to make you mad?” “What turns you on?” “What if I told you at this point that you do not have any of the talents we are looking for—how would you treat this statement?”

And on and on. Some of the questions were more ludicrous than others, but all were designed to test abilities to think logically, project personality, demonstrate qualifications, and tolerate endless hours of questions.

“Who is your favorite cartoon character?”

“George of the Jungle.”

“Why?”

“His fantastic knowledge of jungle lore. He is the man-in-the-jungle’s best friend as a faithful pet, and he’s great at finding trees.”

“Thank you very much.”

The first placement service I contacted was staffed by three gems, all bursting with helpful advice. “If you’re thinking about sales, think about ‘What is my motivation.’ ” “What should I say is my motivation?” “Money, my friend, the greed for greenbacks.” “Thanks.”

Enough of that.

Conversations with other job hunters led me to certain important conclusions about resumes—the impersonal messengers that open doors. First, be brief and assume that your resume will not be completely read. Place data

in a format that is obvious to the reader—he will not take the time to put facts together mentally, or make obvious conclusions based on your experiences. Spell out the exact way that you want to present yourself. If your strongest selling point is your education, put it first. If military experiences make you valuable, do not hesitate to put them down prominently.

As for the interview, much has been written about remaining calm and being yourself—believe all of it! If you won’t be happy with the job or you aren’t qualified for it just as you are, then no amount of pretense will make you happy or successful. To sum up, evaluate yourself and the job you are applying for before going into the interview. That company representative will assume that you are interested in what he is offering; do not approach him with the attitude that he is there to sell his industry to you. He will only present particulars about his company.

Times have changed; companies often have many more applicants than jobs. The interviewer is there to see if there is any interface between the job he has to offer and what you, with your education, experiences, skills, and interests, have to offer.

So, are you getting out or staying in? If you stay, good luck and endure. If you’re headed out, start your job search early and be persistent.

There is another alternative that must be considered: the educational benefits for the veteran are excellent. Think about going back to school to round out your credentials. For those looking for jobs, find out to what extent the company will support your further education—both in time off and tuition assistance.

The job search can be a valuable experience in many ways. Remember to be yourself and be honest: the wrong job for you will waste your most important irreplaceable asset—your time.

by Doug Morrow



HALLMARK best in government—THE HALLMARK has won first place in the newsletter (more than eight pages) category of the tenth government wide annual Blue Pencil Awards competition. This is the third consecutive year the ASA's Command Information medium has taken one of the top three awards. No other publication has matched this record. The annual contest is sponsored by the Federal Editors Association. First place awards were presented by Representative William Moorhead (D. Pa.) at the annual FEA awards luncheon at the National Press club in Washington, D.C. More than 500 publications in 19 categories were entered in the contest.

Line up, number 306429865. Everything seems to be controlled by a number and your CHAMPUS applications are no exception.

Officials of CHAMPUS state that your social security number is required by regulation. They also point out that all case records maintained by the CHAMPUS office will soon be filed in accordance with the "terminal digit file system," which is based on the social security number of the sponsor.

All CHAMPUS applications received without a social security number will be returned without processing.

Departing Officers—Approximately 4900 Reserve Officers in the grade of major and below have been selected by the Department of the Army for release from active duty before September 30, 1973. Personnel identified for the involuntary release by Department of the Army Active Duty Board (DAADB) were notified by letter during June. The Reduction in Force (RIF) was brought about by the budgetary constraints which forced a change in strength authorization. This does not reflect unfavorably on the officers affected, nor does it mean these officers were released for substandard duty performance. The majority of officers affected in the Agency are serving in the grade of Captain.

Reach out and I'll be there—says the Veterans Administration. And they will be there, to keep informing veterans of new and old benefits as long as there are veterans to be informed.

The VA has always extended a helping hand, but recently they have stepped up their "outreach" program of informing Vietnam era veterans and servicemen.

VA officials note that "outreach" efforts begin while servicemen are on active duty, and continue after discharge. Some of the benefits available to Vietnam era

veterans and servicemen are:

- specially adapted housing ("wheelchair" homes) grants of up to \$17,500 and \$150 annual clothing for certain disabled veterans.
- dental and medical treatment, including drug treatment
- compensation for service connected disabilities; pensions for nonservice connected disabilities.
- burial benefits—flags, interment in national cemeteries and reimbursement of burial expenses.

Veterans are eligible for these and other benefits after receiving an other-than-dishonorable discharge based on at least 181 days of active duty, any part of it after Jan 31, 1955.

The Guiding Light—Colleges and universities turn to the American Council on Education for the final word on granting credit for military sponsored courses. They evaluate only resident courses. Individuals who have taken military correspondence courses (this does not include USAFI) cannot have their courses evaluated and will not be granted college credit for them.

Short—of gas, that is. Talk of gas shortages around the nation is not just talk, it's real and it's affecting exchange gasoline service stations.

Because of this, it is possible that PX service stations will have to raise prices and curtail operating hours.

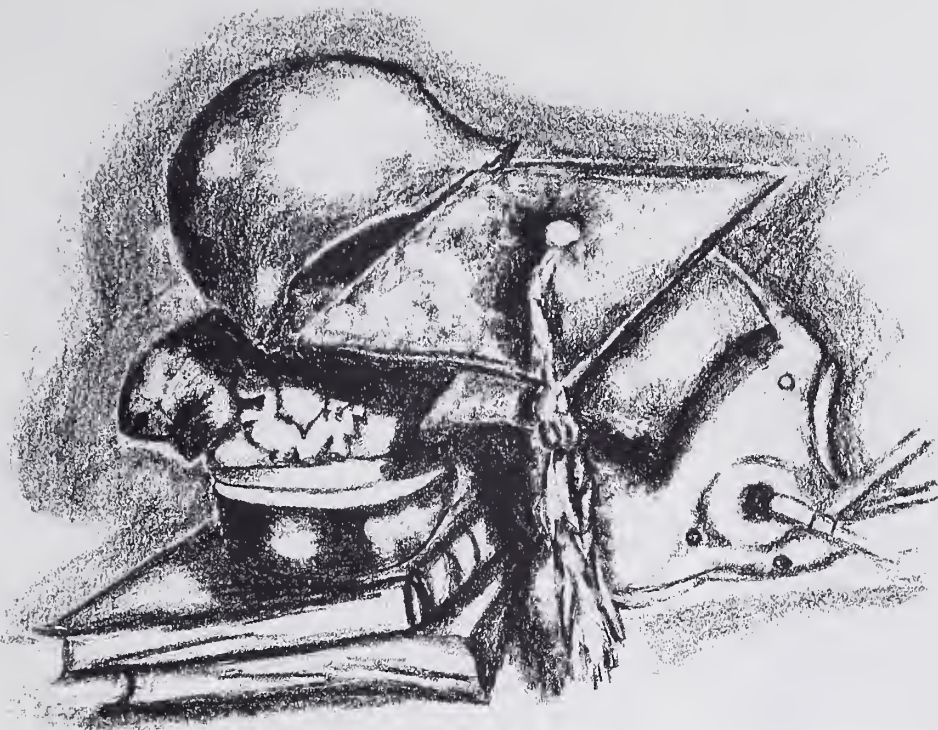
The Army and Air Force Exchange Service, which operates the stations, is having difficulty obtaining gasoline from major oil companies under current contracts. This could result in temporary out-of-stock conditions, according to the exchange system officials.

Because gas prices are rising in the civilian community, it is also likely that PX gas stations will also be raising their prices. If shortages do occur, priority will be given to installations located in the most remote areas.

Insurance Rates Drop—The Civil Service Commission has announced a reduction in premium rates for more than 500,000 employees and some 8,000 annuitants who carry the optional Federal Employees Group Life Insurance Program. This reduction becomes effective after the first pay period in July.

The amount of the deduction will vary, dependent upon the employee's or annuitant's age. According to CSC, there are about 20,000 annuitants who have the optional insurance but who pay no premiums for it because they are 65 or over. Their annuity checks will not be affected by the reduction in optional insurance premiums.





Wear More Than One Hat While Traveling

THE NEW ROADS TO EDUCATION

Do you want to know how to speak and write like a college graduate? It's not easy—but you can become one.

No matter how much or how little time you've spent in the service, or how many or how few educational credits you have to your name, there's still room to be fired by the urge to develop, to grow and to better express yourself.

Reams of literature have been distributed telling servicemen about USAFI, GED, and CLEP. But, after you take the courses and tests, do you still doubt the possibility of obtaining a degree? Newly adopted programs offer opportunities which turn skeptics into students.

Community college educators and educational leaders within the Department of Defense and the American Association of Community and Junior Colleges put their heads together and discussed the educational problems confronting servicemen. They found the answer: The Servicemen's Opportunity College (SOC),

which does seem to tackle most of the educational obstacles confronted by GI's.

There are nearly 100 colleges participating in the program which is characterized by:

- a liberal admission and residency requirement;
- a low or no tuition cost;
- a variety of academic programs, including a strong emphasis on vocational and technical training;
- a continuing education program and community services;
- an emphasis on counseling and teaching;
- courses taught at convenient locations for servicemen.

Those responsible for the formation of the SOC program are determined to maintain high academic standards while doing away with unnecessary administrative barriers.

A Serviceman's Opportunity College will also provide opportunities for military men and women to complete courses through special means when education is interrupted by mili-

tary obligations. Such an institution will also provide tutorial services and offer maximum credit for appropriate education experiences in the Armed Services.

Your education office can give you a listing of the participating colleges and more detailed information on their individual programs.

Diplomas have been extremely important in our society—they are the key to your future and to many opportunity doors along the way.

Do you think you are a little old for the ra-ra of the football game and the screaming and shouting from student rights groups? You still don't have to give up the possibility of someday wearing a cap and gown.

"If attendance at a college is the only road to college credentials; those who cannot, or have not availed themselves of this route, but have acquired knowledge and skills through other sources, will be denied the recog-

It's True

Military schools are slowly but surely being accredited by national education associations. The April *Hallmark* reported that the USAF Security Service School was accredited by the Southern Association of Colleges and Schools.

Individuals who have completed a course at the USAFSS School from 1968 to the present can obtain a transcript of recommended credits by writing

Community College of the AF
ATTN: CCAF/RR-28
Randolph AFB, Texas 78148

College credit ranging from 1-4 hours can be obtained for Technical Instructor, Voice Processing Specialist and Transcriber Programs of Instruction.

...nition to which they are entitled. Neither can afford such waste, nor should they tolerate such inequity. The costs of traditionalism are too high."

Ewald B. Nyquist
President of the University
of the State of New York
and Commissioner of Education

Regents External Degrees, proposed by Commissioner Nyquist, provides an alternative college route. No formal instruction will be offered by the Regents. Through the RED, individuals can eventually obtain an Associate Arts degree and a Bachelor of Business Administration degree. An Associate in Applied Science in Nursing degree is now being developed and tested.

The basic philosophy is what a person knows is more important than how he learned it.

Anyone can enroll in the New York program—there are no age, residence or education requirements and you don't even need a high school diploma!

Credit toward degrees may be obtained through:

- successful completion of regular college courses;
- recognized proficiency examinations;
- special assessment of knowledge gained from experience, independent study or non-traditional approaches to education;
- any combination of regular college course work, proficiency tests, and special examination assessment.

You can enroll anytime and be on the road to a degree. Complete the enrollment form and forward it to the Regents External Degree Program. A non-refundable \$50 must be submitted with the form. This entitles you to an evaluation of official transcripts (from accredited college and military programs). Do not forward these until you are an officially enrolled student. Forms may be obtained from the

Regents External Degree
State Education Department
99 Washington Avenue
Albany, New York 12210

Callaway Nomination Confirmed

Schlesinger Now Heads DoD



James R. Schlesinger

James R. Schlesinger, director of the Central Intelligence Agency (CIA) since February, is President Nixon's choice to be Secretary of Defense.

Schlesinger replaces Elliot L. Richardson, who has been named Attorney General.

The nomination of Schlesinger was approved June 28 by the U.S. Senate.

The President's nominee for Secretary of the Army, Howard H. Callaway, has been confirmed by the Senate. Callaway's first day on the job was May 15.

The new Defense secretary first joined the government in 1969 when he became assistant director of the Budget Bureau. He was named to head the Atomic Energy Commission in 1971 and held that post until taking over the CIA.

Schlesinger received a Ph.D. from Harvard in 1956 and taught economics at the University of Virginia. In 1963 he joined the Rand Corporation and later directed strategic studies there.

He is author of "The Political Economy of National Security" (1960) and coauthor of "Issues in Defense Economics" (1967).

Schlesinger will become the third Secretary of Defense during the Nixon administration, following Melvin R. Laird and Richardson. (ANF)



Howard H. Callaway

CLOSE-UP

Bill Alford Goes Tripping

Bill Alford is a STRATCOM Communications Specialist 4. He likes to go on trips—get off the hill, out in the country, meet the people. What makes him particularly unique to the annals of Kagnev Station is his method. Bill Alford likes to go on Service Club trips. He hasn't missed one since his arrival here Oct. 31, 1971.

Since that time nearly 16 months ago, surprisingly few complaints have come from the specialist who has considered it a lucky wind which swept him up from his last duty station in Kansas and deposited him in Ethiopia nearly half a world away from his home of Houston.

There was no Dorothy, no Todo. But he did meet the intrepid Directress of the post Service Club, Ms. Phyllis Sanderson, conductor and

mistress of ceremonies of the Club's unforgettable "bring 'em back alive" tours of the country.

Through these trips, formally termed "See Ethiopia First," Alford has been afforded a view of the country usually hidden from the otherwise enthusiastic traveler due to lack of funds or adequate transportation. As he puts it: "You're here for 18 months, so why not see some of the country you're stationed in?" From the great stone monoliths of Aksum, to the feudal castles of Gondar, Alford has easily seen much more than merely "some" of the country, including the 6th Century monastery of Debra Damo; Bahar Dar, on Lake Tana, Ethiopia's largest lake and legendary source of the Nile; and salt and silk laden camel trains which still today plod along on centuries-old

How do Americans spend their time in Ethiopia? That's exactly what the Kagnev Gazelle, Asmara's ASA newspaper tried to find out.

It didn't take a super sleuth to learn that hours are spent on "pleasures of the body"—tennis, jogging and swimming. But, they were looking for the unusual, and they found it.

Sergeant First Class Karl Moehrke collects and fixes old clocks (as reported in the June Hallmark), and an unnamed hobbyist collects malformed walnuts. (Is this for real?) But this month's Close-Up by Tom Ryan of the Gazelle staff is about someone we see everyday—a real tourist. Meet Bill Alford.



Bill even finds the local fruit and vegetable stand an attraction worth looking into.



Bill Alford, a firm believer in investigating all aspects of local culture when assigned overseas, has prowled around Asmara's nooks and crannies, including "bosch." Here he bargains for salt to go with his newly-purchased tomatoes. (Photo by Tom Ryan)

routes.

Hesitant to pin down any one thing as especially outstanding, Alford explained that each place he's been to and each person he's met is unique and different in some way, be it as sharp a distinction as city-bred and country-born, or merely the pennies and cents bargaining of two marketplace merchants. "I've been to a lot of places twice or more," he added, "but never in exactly the same way." Meeting new people, picking up a few Tigrinya words along the way and collecting souvenirs to accompany the stacks of color prints and slides taken along the way is this specialist's way of breaking the monotony of work and increasing his knowledge of the host country by simply leaving the driving (and transportation cost) to the Service Club which always seems to bring 'em back alive, despite the breakdowns, wrong turns, natural calamities or acts of God. "You can't have everything," noted Alford, who has already reserved his seat for the next trip to Gondar scheduled for the end of the month.

Drinking Problems Start Young

If you always thought that the only alcoholic was an over 40 falling down drunk on some big city skid row, you've another think coming. Of the estimated nine million alcoholic and problem drinkers in the United States fewer than five percent achieve such visibility. And a man's drinking problems generally start in his youth. ASA does not have an alcoholism problem but some ASA people do. Read how it affects them and you.

"I tried to get help for my drinking problem from my commanding officer in Japan in 1967. I went to him and told him that I had a drinking problem which I could not control and wanted to turn myself in for treatment. He advised me not to do this. He said that all I needed was a hobby and he put me on official duty 24 hours a day for the next 30 days. I already had a hobby—drinking. What I needed was help. I have no doubt that my company commander, a captain, was trying to protect me, but he just didn't understand."

This statement is from a recovering alcoholic who has been able to control his drinking problem for about three years through total abstinence.

He went on to say, "the Agency didn't help me at all. They have not officially acknowledged that I have a problem, although several Agency people are aware of it unofficially. After I joined Alcoholics Anonymous, I went to the post chaplain for counseling, primarily of a religious nature. This is the only Agency contact I had.

Mainly, I received help from civilian doctors, A.A. and the state of Virginia Alcoholic Rehabilitation Center. The reason I did not come to ASA for help was because of my fear of the consequences and the lack of sympathy and understanding that my previous commanders showed for my problem. My wife was greatly aided by Al-Anon, an organization which helps the spouses and families of alcoholics pick up their family living, whether or not the alcoholic has quit drinking," he continued.

Alcoholic is sick—not a bum

This story of a recovering alcoholic is familiar today, in both the civilian and the military community. This is not the story of a skid row bum. Less than five percent of all alcoholics are on skid row. Most, like this ASA member, are middle income employees with a family, job and social life.

Alcohol is part of our social structure. It has been a human indulgence since history began and social drinking is here to stay. Alcohol, when used sensibly, can be a pleasant catalytic agent for social occasions. Most adults drink at least occasionally. The business executive, blue collar worker, officer and enlisted person, both male and

female, all use alcohol for relaxation and enjoyment. Most use it sensibly, but a few do not. If you aren't able to control your drinking, you may be on your way to drinking problems or you may already be an alcoholic.

The alcoholic is a sick person. He can no more control his compulsion to drink than a diabetic can control his reaction to sugar. When he sobers up, he intends to stay sober, but a single drink can start him on the downward spiral again.

The alcoholic always faces the possibility of a great loss of prestige, social standing and respect when he declares that he has a drinking problem which he is unable to control. The ASA alcoholic has added problems since he often works in sensitive areas, and his continued access hangs in the balance. The stated ASA objective (in dealing with alcoholic problems) is to salvage and retain those trained mission oriented personnel who represent a minimal security risk.

The Agency's alcohol program places a great deal of the responsibility for dealing with alcohol problems on the individual and the unit commander.

Handle the problem at unit level

"We (the Agency) encourage each commander to be alert for changes in behavior patterns and drinking habit changes in his men. We want the commanders to handle this problem on a unit level, if at all possible, since this is where the problem really belongs. This approach is more beneficial to the individual and the Agency and we feel that possibly more alcoholics and potential alcoholics will be likely to seek treatment if they know that a particular commander tends to deal with such matters discreetly and efficiently," says Captain Donald Clark, Command Alcohol and Drug Abuse Officer at HQ USASA.

Under these circumstances it is not surprising that there is a great deal of difference in the attitudes of ASA commanders when alcoholism is mentioned. Opinions also differ as to whether or not the Agency has a problem.

Some commanders feel that the Agency does not have a problem because there are few documented cases of alcoholism.

Colonel Marion E. White, who has commanded ASA

units in Europe and Vietnam says, "With respect to the total Army problem, we in ASA do not have the percentage of involvement that is experienced Army wide. We are a youthful organization of screened and selected personnel, most of whom are serving a single tour. In this respect I can't recall any 18 year old alcoholics under my command." In accord with current trends in this country, he did observe that drug abuse was more common among the young in his most recent command.

A recent University of California study reports: "All types of drinking problems are the highest among men in their early 20s. The longer term serious problems appear to be initiated by drinking habits begun in one's early 20s, rather than by later patterns acquired after the age of 40," according to Don Cahalan, a behavioral scientist working on the study. Colonel Vernon E. Robbins, ASA Chief of Staff, states that his extensive command experience supports this viewpoint.

Commanders are members of the public, and their attitudes toward the treatment of individuals afflicted with alcoholism differ according to their training, personal experiences and feelings on the subject.

Whole community must be involved

"The public has been somewhat brainwashed into thinking that the alcoholic is the 'life of the party' and that the whole situation is funny—just a guy who had a couple too many, a guy who is not really a problem. But if you visit the jails, hospitals and broken homes, it isn't funny—it's very serious," a recovering alcoholic says. "The Agency itself will be able to improve its alcohol program most when it finally realizes and admits that there is a problem with alcohol within the Agency," he says.

"Any program is only as good as the people who are supposed to make it work. If the Agency alcohol program gets proper command emphasis and assistance from the chaplain and medical facilities, the problem can be resolved," states Colonel Leonard J. Fischer, Commander of Arlington Hall Station, VA.

According to COL Robbins, treatment facilities for alcoholics are not directly provided by ASA. He says, "The current Army program is excellent. Our people are urged to participate at the facilities at Ft. Myer, Ft. Belvoir or Walter Reed."

Each commander deals with alcoholism in his soldiers in a unique manner. Describing his approach to the problem, COL Fischer says:

"I recall two cases of alcoholism in my commands. In both cases which occurred in isolated areas, I held a commander's call. I advised the assembled group that their contemporary, "X," had a drinking problem and recommended what they should do to help him overcome it. "X" had to completely abstain from alcohol and they must help him by never offering him alcoholic beverages of any kind. Instead, they were to provide him with non-alcoholic drinks. Aside from that, associations should not change. Since "X's" problem was accepted honestly

and openly by the command and his contemporaries, I believe he was helped immeasurably because encouragement to overcome his problem came from people he knew, liked and trusted.

"In both cases, the men involved did not drink alcoholic beverages again while in my command.

"A drinking problem is not an individual problem. The whole community must be involved in helping the individual. The alcoholic, particularly in isolated military areas, can't rely on assistance from A.A., because A.A.'s simply aren't available. He must learn to associate with his contemporaries in a non-drinking manner and they must learn to help him overcome his problem," COL Fischer concludes.

Former commanders of several ASA field stations indicate that it is wise to deal with cases individually.

"Each man should be treated as an individual with unique symptoms and problems," says COL Robbins. "If an individual comes to me with an alcohol problem, I recommend that he consult a professional in that field, such as A.A., his church or the post chaplain. When I make such a referral, I'm not just pushing the problem off on somebody else. Let me explain it this way. If you come to me with a broken arm, I am not going to set it for you. I will see that a doctor sets it and I will visit you in the hospital to see that you are being treated properly. I would not attempt to set your arm since I am not trained in that field, but I will assist you in those things in which I am a professional. I want to keep a personal interest in my men to see that they are well taken care of."

In the majority of cases brought to their attention, commanders have not deemed individual indulgence in alcohol serious enough to report to HQ USASA. Some, however, have used temporary suspension of clearance in cases where the commander thought it appropriate.

Alcoholic needs intelligent handling

The Agency's official viewpoint is: "The individual need not be debriefed (denied further access) until the case is adjudicated (judged) unless the commander possesses substantive, credible derogatory information which indicates that the individual's continued access to classified material is not in keeping with the interests of national security."

Many commanders do everything possible, within reason, for alcoholics in their command. COL Fischer says, "I'm not gentle with alcoholics. The problem doesn't require sympathy, but a certain amount of intelligent handling. I believe that an alcoholic should have the opportunity to recognize and overcome his problem. He should be treated like any other patient with a disease. He can't, however, be allowed to use alcohol as an excuse."

Colonel Bill Powell, Assistant Deputy Chief of Staff Research and Development, reflects yet another viewpoint when he says, "If an individual has been good at his job and is reliable, you tend to do everything you can to help him because he has proved himself valuable to you and

"An alcoholic should have the opportunity to recognize and overcome his problem. He should be treated like any other patient with a disease. . ."

to the Agency. On the other hand, if the man has been a continual disciplinary problem and has not proved himself reliable, you don't go to such great lengths to help him. I don't feel that the Agency or the commander can continually bail a man out if he has a problem. I do believe that he should be given a reasonable opportunity to prove himself, however."

Retention in ASA is possible

Despite the help given by commanders, some individuals are involved with alcohol to such a degree that they will not or cannot be helped by even the most concerned and diligent of commanders.

At this stage, adjudication to determine what type of clearance and access the individual will retain is instituted. The reason for this procedure is mainly the threat to security posed by one who shows a lack of maturity, discretion and judgment in the use of alcohol.

Since October 1972, 35 persons have been reported to

ASA headquarters for alcohol abuse. Twelve individuals lost their Special Intelligence (SI) access and were reassigned to other Army commands. Eight individuals have been retained in ASA, and the remainder of the cases are pending final determination.

Students and other personnel who are members of ASA, but have not yet received their clearance, also risk removal from the Agency for prior abuse of alcohol. From March through December, 1972, seven ASA members were denied access to SI due to alcoholism or other problem drinking in their backgrounds. These personnel, all of whom are now serving in other Army commands, included a Sergeant First Class, a Specialist 4 and five Privates.

It is possible for someone with an alcohol problem to be retained in the Agency provided rehabilitation is successful. However, most abusers are reassigned to other commands. This action is probably best for the alcoholic in the long run because of the greater availability of treatment programs and facilities in other commands that have more and larger installations than does ASA.

the FAMILY Tragic Victim of Alcoholism

"Alcoholism is like a bottle of ink; it blackens everything and everyone it touches."

"I cut myself off from friends to keep people from knowing about his problem. I was ashamed and didn't want them to find out that my husband couldn't control his drinking. My family still hasn't been told, while his family just recently learned all the facts about his alcohol problem. However, his family did have some knowledge of his drinking, especially in the early stages."

This is the story of the wife of a recovering alcoholic. The alcoholic is usually living with his or her family and the effects of a drinking problem can be far reaching as the alcoholic struggles for control of a socially accepted poison.

Continuing her story, this alcoholic's wife said, "Living with an alcoholic, you become just as sick as he is. Alcoholism is like a bottle of ink; it blackens everything and everyone it touches. You don't have to drink alcohol to feel the effects of it.

"Lots of misery results in the home situation because everything revolves around his drinking and the behavior which follows. It is sometimes hard to convince spouses and relatives that they need help, too. They feel that professional help has nothing to offer them because he (the alcoholic) is the sick one. 'We wouldn't have any problem if he would just quit drinking.'"

"In most cases, though," she em-

phasized, "the members of an alcoholic's family need help badly. They don't realize that their lives have changed. As a rule, the family can't live a normal life because they fear the alcoholic. And since they don't understand him, they harbor guilt feelings and tensions. Their resentment often brings on ailments, ranging from nervousness and migraine headaches to ulcers and nervous breakdowns.

"I guess I was lucky because my husband never got violent," she went on, "Many alcoholics are violent, but he was just affected mentally and emotionally by alcohol."

Commenting on his problem, the recovering alcoholic said, "I don't know why I started drinking to excess. I just knew that my involvement with alcohol was completely out of control. And the only hope for me was professional help. Although there are many theories as to why a person becomes an alcoholic," he said, "none have been proven or generally accepted by the medical profession. The alcoholic rarely attempts to explain why he became an alcoholic. He is more interested in learning to live without drinking.

"The experts on alcoholism can be found by asking a drunk why he drinks so much. He'll give you more reasons, excuses, lies and whys than you thought any man could live with," the ASA man said.

The alcoholic will not be punished under the Uniform Code of Military Justice nor can he be discharged under less-than-honorable conditions solely on the basis of his past use of alcohol.

This exemption cannot be denied, vacated or withdrawn. The exemption does not preclude commanders from administratively separating a soldier from the Army, who cannot or will not respond to treatment within a reasonable period of time, in most cases, about 60 days.

Treatment can open new life

According to DA Circular 600-85, soldiers being separated from the service for any reason who have been identified as drug/alcohol dependent must receive a minimum of 30 days of treatment prior to discharge. This helps the soldier readapt to society by providing him with physical and mental therapy well before discharge.

A whole new life can be opened up for the alcoholic as he receives treatment and finds that he can live without alcohol. It is Army policy that alcoholics and possible

problem drinkers will have help if they want it. This change from shunning the alcoholic to treating alcoholism as a disease and helping its victims will benefit both military and civilian society.

COL Robbins stresses that, "Alcoholism is not an epidemic in ASA, but if there is one man who has it, we should worry about him and see that he gets treatment. In my opinion," he says, "the number of alcoholics in ASA is less than that in society as a whole."

The alcoholic should not be forgotten. There are many "one man" cases, both hidden and obvious. Recognition of the problem is a necessity before treatment can begin. Revision of alcohol programs and treatment facilities come from you, the officer and the enlisted soldier.

If an employee suffers a heart attack, he may be provided help by his company through insurance benefits and time off. Then eventually, he may be allowed to return on a part-time basis until recuperation is complete. The alcoholic, on the other hand, is usually fired. You are society. How are YOU reacting to the disease of alcoholism? ■

Taking up the narrative again, his wife explained, "We had no financial difficulties or job absenteeism problems or anything like that. I don't really know why he decided that his drinking had gone far enough, but it was wholly his own decision. Many alcoholics hit 'rock-bottom' before they seek help, but thank goodness we didn't have to go that far before seeking help.

"I want others to know that my husband is recovering in the hope that this knowledge may give others hope and help them with their problem. We always say 'recovering' because it (alcoholism) is a disease which can be arrested but never cured.

"With professional help alcoholics don't sit around mourning the fact that they can't ever drink because they can't control their drinking. They just accept this fact and continue to live. There is some sadness and bitterness in trying to get dry, but joy is also present when the alcoholic learns that he can have a full, meaningful life without alcohol," she added.

"Therapy has really helped me," said the alcoholic's wife. "I always felt guilty when he drank. I wanted to save him from himself but I didn't know how to help. I felt that I had to be careful of what I said and did or he might start drinking again. I couldn't even discuss anything with him, especially if he disagreed. It was

like walking on eggshells. His drinking wasn't my fault. I didn't cause him to start drinking and I couldn't make him stop either," she concluded.

The preceding story is just one variety of the alcoholic living situation. Several other spouses of alcoholics have experienced extreme conditions of violence, financial problems, neglect and unreliability. All alcoholics' stories don't reflect all of these problems since each is the story of an individual involved with a disease which he cannot control.

A person is probably on his way to a drinking problem if at first he tries to hide only how much he drinks. Later he hides when he drinks or hides the bottles. He finds that he can hide how much he drinks by being the bartender at parties or having a couple of extra drinks on the way to a social gathering. He makes excuses for drinking such as "I had a hard day" or "I took care of X number of big problems efficiently today and so I'm celebrating." At this stage, the alcoholic says he can take it or leave it as far as alcohol goes. But he always takes it.

In "The Drinking Game And How To Beat It," published by Simon & Schuster, Inc., New York, the author comments, "One's state of birth or health or luck has no bearing at all on his chances of getting hooked by liquor. The chap lying on a three

inch carpet or in a three inch gutter is equally close to the ground."

"In the service we tend to point people toward alcohol because it is a convenient way to pass the time and overcome loneliness," comments COL Bill C. Powell. This situation tends to be true not only in the case of the young soldier who is away from home, but also for the wife who must wait alone.

"The military often forgets the dependents and family members, particularly when much of the housing is off post," declares Lieutenant Colonel Harold W. Vorhies. "The commander should become actively involved in community-sponsored programs in order to see what the total situation really is," he advised.

"Soldiers aren't the only ones with alcoholic problems. The wives have them, too, mainly because of loneliness, or self isolation from the community," says COL Marion White.

Many military installations have facilities for alcohol/drug treatment. Wives and dependents should be encouraged to take advantage of these resources to combat their problems if authorized by local commanders.

These facilities can also be a gateway for the young military wife to meet other wives. Through the various programs, military dependents can combat their loneliness without resorting to a "friend in a bottle" for comfort. ■

Who Needs A Drink?

What is an alcoholic? How does he act and what does he do? What type of person becomes an alcoholic?

These questions have been tossed around for years by the medical profession and the idea for establishing a set series of criteria for judging an alcoholic remains a stormy issue. However, a start toward finding a solution to this impasse was made when a Criteria Committee was formed by the National Council on Alcoholism, a federally funded advisory group under the Department of Health, Education and Welfare. Its job: to establish guidelines for the proper diagnosis and evaluation of alcoholism. The committee expects this criteria to be used to identify individuals at "multiple levels of dependency." (They have defined alcoholism as a "pathological dependency on ethanol".)

The criteria was divided into two elements (1) Physiological and Clinical, and (2) Behavioral, Psychological and Attitudinal. Because behavioral manifestations are the easiest to determine and the most objective to recognize, they are presented here. Criteria has been further divided into "early, middle and late symptoms" and each symptom is graded according to its degree of implication for the presence of alcoholism. (Those weighted as "3" are the least significant.) A more detailed report can be obtained from the National Council on Alcoholism Publications Department, 2 Park Avenue, New York, New York 10016.

Dr. Morris E. Chafitz, the Director of the National Institute on Alcohol and Alcoholism feels that there is a

great need for finding new approaches to treatment and rehabilitation, establishing new modes of prevention; for training more personnel in the field of alcoholism and for erasing public misconception about the nature of the ailment. The highest priority, however, must go to the treatment.

Because it is a relapsing disease, few authorities claim a complete cure. Recovering alcoholics in A.A. feel that "once an alcoholic, always an alcoholic," regardless of how long they've been sober.

Claude Steiner, Ph.D., in "Games Alcoholics Play," published by Grove Press, Inc., New York, disagrees. He states that a "number of individuals once unquestioned alcoholics, returned to social drinking without returning to alcoholism." He does, however, admit that this statement could be misconstrued. "A drinking alcoholic may feel that it means that he can lick his problem without quitting. A sober alcoholic may be tempted to "have just one" to see if he *does* have his problem licked." Dr. Steiner emphasized that it is important to distinguish between social drinking and the "institutionalized alcoholism that passes as social drinking in our culture."

All professionals in the field of alcoholism feel that significantly recovered alcoholics should have the rights and privileges restored which were previously denied because of alcoholism.

Criticism helps no one. Become knowledgeable and aware before offering any "advice" to someone you think is an alcoholic.

BEHAVIORAL, PSYCHOLOGICAL AND ATTITUDINAL

A. Behavioral

1. Direct effects

Early:

- Gulping drinks 3
- Surreptitious drinking 2
- Morning drinking 2

Middle:

- Repeated conscious attempts at abstinence 2

Late:

- Blatant indiscriminate use of alcohol Skid Row or equivalent social level

2. Indirect effects

Early:

- Medical excuses from work for a variety of reasons 2
- Shifting from one alcoholic beverage to another 2
- Preference for drinking companions, bars, and taverns 2
- Loss of interest in activities not directly associated with drinking 2

Late:

- Chooses employment that facilitates drinking 3
- Frequent automobile accidents 3
- History of family members undergoing psychiatric treatment; school and behavioral problems in children 3
- Frequent change of residence for poorly defined reasons 3
- Anxiety-relieving mechanisms, such as telephone calls inappropriate in time, distance, person, or motive (telephonitis) 2

Outbursts of rage and suicidal gestures while drinking 2

B. Psychological and Attitudinal

1. Direct effects

Early:

- When talking freely, makes frequent reference to drinking alcohol, people being "bombed," "stoned," etc., or admits drinking more than peer group 2

Middle:

- Drinking to relieve anger, insomnia, fatigue, depression, social discomfort 2

Late:

- Psychological symptoms consistent with permanent organic brain syndrome 2

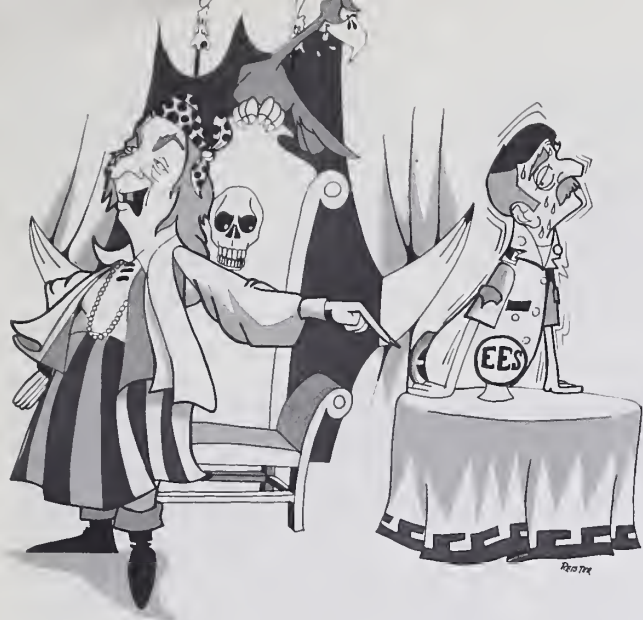
2. Indirect effects

Early:

- Unexplained changes in family, social, and business relationships; complaints about wife, job, and friends 3
- Spouse makes complaints about drinking behavior, reported by patient or spouse 2
- Major family disruptions: separation, divorce, threats of divorce 3
- Job loss (due to increasing interpersonal difficulties), frequent job changes, financial difficulties 3

Late:

- Overt expression of more regressive defense mechanisms: denial, projection, etc. 3
- Resentment, jealousy, paranoid attitudes 3
- Symptoms of depression: isolation, crying, suicidal preoccupation 3
- Feelings that he is "losing his mind" 2



There's nothing mystical about determining your future in the Army if you

Understand the EES

With the steady stream of new developments and programs in today's Army, there is a system all enlisted men and women should be aware of if they value their military careers or wish to make the most of their time in service.

The Enlisted Evaluation System provides an objective measure of each soldier's relative MOS competence on a worldwide basis. The system helps the commander and the supervisor get the best people for the job, whether it's shuffling personnel documents or unravelling a destitute GI's financial records. The soldier's performance and potential is an essential factor for advancement within today's Army.

Measures Individual Ability

The system was started in 1958 to assist the Department of the Army's overall personnel management system. It applies to the following Army members (Effective Sept. 1, 1973):

Active Army—soldiers in any enlisted grade who have:

- completed 16 months of continuous active duty and have a service commitment of three or more years;
- a two year enlistment commitment and express a desire to reenlist.

Army National Guard and Army Reserve:

- Soldiers in Grade E-4 or higher.

The old eligibility requirements applied to soldiers in grade E-3 or higher who had:

- at least two years active service
- completed 18 months of continuous active duty and had a total service commitment of four or more years.

EES still checks on things like pro-pay and promotion but there are a lot of other things such as reenlistment eligibility, retention eligibility, reclassification eligibility and selection for military and civilian schooling which are part of EES's responsibilities.

EES obtains a true measure of an individual's ability with the Enlisted Efficiency Report (EER), MOS tests (both written and performance), and the Enlisted Evaluation Data Report.

Members of the active Army are evaluated once a year in their primary MOS and every other year in their secondary MOS, while National Guard and Army Reserve soldiers are evaluated every four years in their duty MOS, unless promoted or reclassified in another duty MOS.

Enlisted Efficiency Reports

The EER is the supervisor's evaluation of how well the soldier actually performs on the job. There are three types of reports: regular, special, and change of rater. At least one type is required annually on every EM/EW eligible for testing.

Regular reports are due once a year, with the closing dates arranged by grade: E8/E9—31 May; E7—31 March; E6—31 January; E5—30 November; E3/E4—31 August.

Special reports are just what the

name suggests. They're used to recognize performance so good or so bad that it warrants more than routine reporting. The report covers at least 30 working days.

Change of rater reports go in any time a rater changes.

Rating periods vary according to the pay grade of the individual, E6s and below as of last July 1 have a period of 60 calendar days while E7s and above have a period of 90 calendar days.

EERs are an appraisal of an individual's performance which prevents investigations (criminal, accident, security, credit, etc.) involving the man from being mentioned. Also Administrative or punitive (Article 15s or courtmartial) actions are not included in EERs.

All EERs, including adverse ones, go to the Enlisted Evaluation Center (EEC) at Ft. Benjamin Harrison, Indiana and must be at the center not later than 45 days after the reporting period ends. We'll discuss adverse reports later.

MOS Testing

In every walk of life there are tests and the Army is not any different. MOS tests are designed to determine how well you can apply your knowledge, training, and experience to problems and situations which you may encounter in your MOS skill level, instead of merely calling for memorized phrases from a field manual or regulation.

The era of enlisted MOS tests

EVALUATION

SCORE

MEANING

160

You maxed it.

130

You're in the top 10 percent of your peer group and eligible for Superior Performance (Proficiency) pay in your support MOS.

120

You're in the top 20 percent of your group and eligible for Superior Performance (Proficiency Pay) in your combat MOS.

110

You're in the top one-third of your peer group and promotion qualified.

100

You're about average. Promotion qualified, with waiver.

70

You made minimum qualification.

40-69

You failed to qualify.

started in 1959 for the Army, and the Enlisted Evaluation Center (EEC) is the system's heart.

Test development psychologists at EEC research every MOS that has a test. They check everything that deals with the duties and responsibilities of an MOS code at all levels.

They write the rules and guidelines for the subject matter specialists who actually make up the questions. These experts are located at the various Army schools and other activities responsible for MOS fields. The 125 questions included in the test cover all duty positions involved, use the right job jargon, plus a few other "musts" for particular occupational areas.

Back at the EEC, test developers review and study the questions for "conformance with psychological measurement principles."

The experts at EEC take everything into consideration. They even make sure all tests can be administered under the same conditions. This is important if everyone is going to get a fair shake. It somehow doesn't sound quite right for one man to take an exam under ideal conditions, while someone else is taking his in a hot, stuffy room without the proper equipment and lighting.

Some MOSs require both written and performance tests depending on the skill involved.

MOS Evaluation Scores

Your MOS evaluation score is a composite of the EER and the MOS exam score (plus performance test results, if you took one). The composite score is evaluated with the

results of all other soldiers in the same MOS, pay grade and skill level. It shows your relative standing in that peer group.

EER and MOS test raw scores are converted to evaluation scores ranging from 40 to 160. For example, if someone zeroed both the EER and the MOS test (possible but not probable) he'd still come up with a 40 conversion. Conversely, if he maxed both he'd wind up with 160.

Pro Pay

MOS evaluation supports the Army's pro-pay program, but the main thrust is to help the Army keep track of its skilled people (and their degree of skill). This enables managers to place men and women with the right skill and proficiency where they are needed most.

Pro-pay is a three-pronged program awarding extra pay to soldiers who are highly proficient in their MOSs, hold critically short MOSs or work in special duty assignments.

- Shortage Specialty (Proficiency) Pay—awarded as a retention incentive to career men and women with selected critical, highly technical MOSs, where training is long and costly. \$50-\$150 a month, depending on the MOS.

- Superior Performance (Proficiency) Pay awards \$30 monthly to a percentage of enlisted soldiers with combat and support MOSs who meet or beat a predetermined evaluation score.

The Wrap-Up

We've covered most of the important items, now for a short review.

The Enlisted Evaluation Data Report (EEDR) tells each soldier where he stands in comparison with others in his career field at the same skill level and grade. It also tells where he is strong, weak or average in his MOS. EEDRs go through each man's commander or supervisor.

The MOS evaluation score combines both the EER and MOS test scores. It shows how the person compares with *all others* of the same pay grade who were evaluated in the same MOS and skill level.

The MOS evaluation test profile covers only the written test and is marked by major subject areas in the test.

The EER reviewer, a warrant or commissioned officer, checks over the report making sure it was completed correctly and fairly. He sees to it that the rated soldier gets a copy of it before it's submitted and that the rated person is allowed to submit a rebuttal statement on an adverse report.

The Department of the Army defines "adverse" as: an unsatisfactory rating for any of the rating characteristics; a rating of "8" (deny EM continued active duty) for advancement potential; any comment reflecting adversely on the character, conduct or efficiency of the rated individual; any comment which indicated the individual is not effectively implementing the Equal Opportunity and Treatment (EOT) program; any EER which the reviewer considers to be "adverse."

There are two courses of action for the rated individual if he receives an adverse EER. He can either appeal or submit a rebuttal to the report. Both of these actions are completely different.

An appeal asks that the EER be altered, replaced or withdrawn from official military records, regardless of whether or not it is adverse by definition. In all cases, though, the rebuttal or appeal had better be on firm ground, not just a gripe session.

Rebuttal statements aren't formal appeals. The primary purpose of the rebuttal and its attached documents is to help those who review the EER. The statements and documents (used

continued on page 17



pass in review

A roundup of ASA news from Hallmark correspondents



COL George R. Hamer, center, commander, VHFS, discusses the curriculum of the Defense Race Relations Institute (DRRI) at Patrick Air Force Base, FL, with SP5 Stephen M. Baker, a DRRI student from VHFS. CPT James E. Enault (right) accompanied COL Hamer. (U.S. Air Force Photo)

Florida

Patrick AFB—Colonel George R. Hamer, Commander of Vint Hill Farms Station, Warrenton, VA, recently visited the Defense Race Relations Institute (DRRI) at Patrick Air Force Base, FL. He was accompanied by Captain James E. Enault and Captain Paul W. Thompson. The purpose of their visit was to gain an insight into the program carried out at DRRI and to visit with Specialist 5 Stephen M. Baker, VHFS, a student at DRRI.

Since the first regular class in January 1972, more than 1,300 race relations instructors have been trained from all the military services. They are trained to organize and conduct a small group seminar program in race relations education at their home installations.

The program of commanders' visits was initiated by Air Force Colonel Russel S. Ryland, director of the Department of Defense school at Patrick Air Force Base. It began with the second class of FY 1973. During that class some 20 commanders from installations within the continental United States visited the Institute to

meet with their students, the instructors and faculty. The commanders are given a briefing on the curriculum and organization of DRRI, and attend some of the classroom sessions with their students.

Texas

Ft. Bliss—Chief Warrant Officer Forrest D. Castle completed 28 years of active duty in February in a rather unique way. He arrived at his retirement ceremony via parachute.

A member of the 156th USASA



Chief Castle enroute to his retirement ceremony at Biggs Army Airfield, Ft. Bliss, TX.

Avn. Co. (FW), he has been jumping since June 1945 when he attended Paratroop Jump School at Ft. Benning, GA. Since then, he has completed over 100 military jumps and in addition has made over 650 sport jumps. He received the Army's Master Jump Wings in 1965, and has also received jump wings from the governments of South Korea and South Vietnam.

At his retirement ceremony, Chief Castle received the Legion of Merit for exemplary service, and a letter of achievement from the 313th ASA Battalion (Airborne Corps).

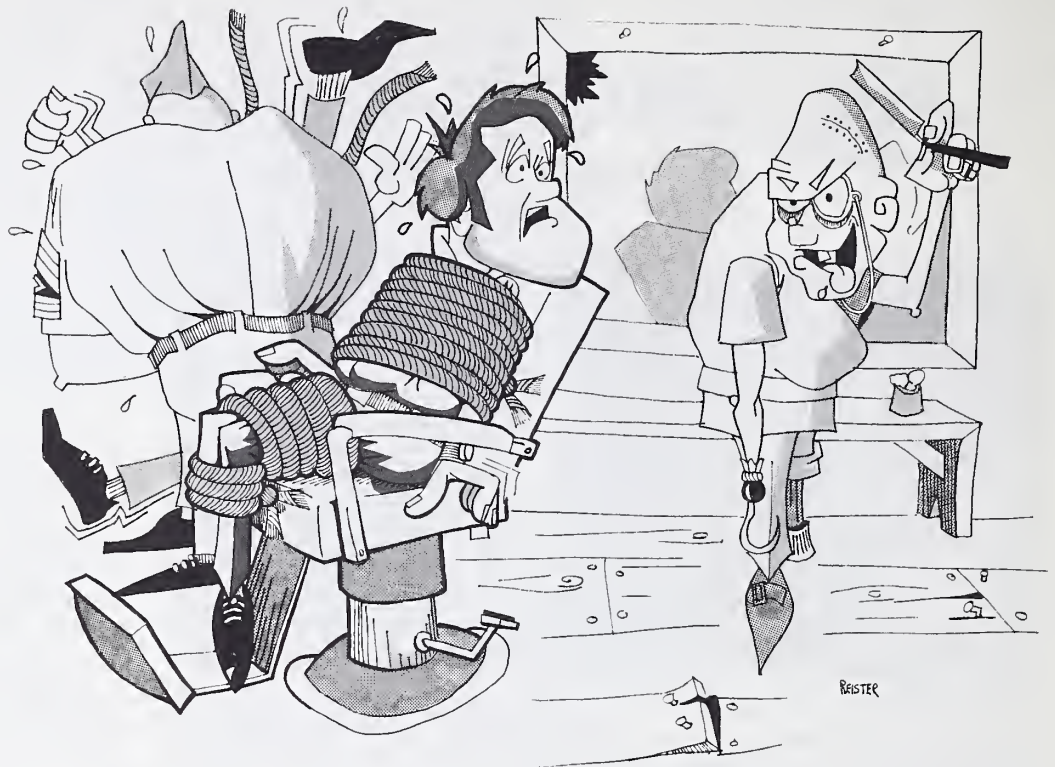
Goodfellow AFB—Sergeant First Class Michael A. Waxman has been nominated to appear in the 1973 edition of *Outstanding Young Men of America*. The national honor is bestowed on men between the ages of 21 and 35 who have distinguished themselves by their civil and professional achievements.

SFC Waxman's many and varied military and civilian activities during 1972 included the following: Section chief/senior course technician of the Chinese language section of the USAF Security Service, Goodfellow AFB, Texas, Platoon Leader, Unit Fund Council Member, Command Job Analysis member, holder of the Bronze Star and the Army Commendation Medal; active in the Cub Scout Program, Little League Program, North Angelo Lions Club, Johnson Street Church of Christ, 4-H Club, and has been named "Distinguished Military Citizen" by the City of San Angelo.

As an Outstanding Young Man of America, his full biography and record of achievements will be presented in a special volume, along with his fellow award winners.

The Long and the Short of It

by SP5 Gary Whitby



To begin with, long-haired soldiers have almost always fared ill. Absalom had that absurd trouble getting his hair hung up in an oak tree at just the wrong time, and, as you may recall, Joab shafted him for it (King David, I always surmised, wore a crewcut). Then there were the Cavaliers who succumbed to Cromwell's men of clout who were armed mainly with a prayer and a bald head. "Roundheads" they were nicknamed, but you didn't dare call them that to their faces; they would butt you in a minute! They did little to stimulate the comb and pomade industry in England, but could they fight! And they had to what with all those nasty epithets the royal dandies kept heaping on their heads.

Really, the only long-hair to make it big in the battles was Marlowe's hero Tamberlaine, who kept making it bigger and bigger and bigger until he had knocked off half of Europe. In an important "tour de force" for the savants of short hair in history, Marlowe hurriedly dispatched him in the second volume. After all, he was only a thickly-thatched fictional figment. Besides, his coiffure was catching on and all the local swains were coming up with incurable dandruff.

The Colonial Army had its hair and trimmed it too: Whig wigs were as common as wooden teeth in the Revolutionary War; even General Washington wore one. And if he hadn't, just think of the counterfeit rap the Treasury Department would be serving!

Uniform aside, there is little difference in appearance between the men of the Civil War and those of World War I; that is, judging from the pictures which are most familiar to us (mainly those taken of soldiers in typical poses: in trenches, encamped for battle, *in battle*, dead).

Full beards adorned the visages of men of both armies; of course there were no portable Norelcos in those days either.

Indeed, one must come full circle to the world's second great holocaust, the "Blitzkrieg" (few of those who fought could spell it) to witness the American Army bobbing over hill and dale like oddly animated onions. And here it's anybody's guess as to why the new style, or lack of it. Frequency of disease (long hair is more likeable to the sub subcultures of fleas, lice, etc. than short), convenience, or just plain laziness may have prompted it. Whatever the cause, short hair caught on then and became a fad approaching mania during and after the Korean Conflict. If you wore it short short, intimate with the scalp, great! You could be anything; the sky was the limit; sergeants and coaches alike adored you; parents smiled benignly when introducing you to their pinochle partners; successively, fraternities and business corporations wooed your charisma. If you were a preacher, little old ladies built you a new church. It was "all right" to wear it longer—trimmed half sideburns and beveled in the back—but beyond that . . . ? Well, can you see a young John Wayne as Sergeant Striker in *Sands of Iwo Jima* triggering with a Camel in one hand while with the other he struggles to keep a curl out of his bead eye? Butt out Mister!

Toward the end of the fifties, you began to see some lengthy changes: ducktails, sideburns, hair boxed in back. Remember the "bird of paradise?" Happily, it mounted rather quickly. Next, enter Elvis Presley bearing lidibo insistent as the sensual switch of his velvet-clad pelvis. Whether that uncovered uncurbed *id* unleashed what un-

folded is anybody's guess. But what unfolded most certainly did affect a military establishment still peaked with confidence and ever-increasing strength from success in Korea.

Around 1966 the "Caesar" cut began noticeably to hedonize and divest itself of any remnant of soldierly laurel. The new look was strictly Jesus, and every mother's son beyond puberty began to shed the shards of crewcut-dom for the new foliage. Others took umbrage of a different sort, alleging that the sexes were being confused; but everyone who knew anything knew that the old new left had accomplished that feat twenty years earlier with much less fanfare. Belts broadened, hips hugged; bottoms belled and collars began to look more and more like Mr. Spock's ears as the newborn age appeared to be grounded at the crossroads of the distant stylistic avenues: the Outer Space and the Spanish Galleon.

But the real swashbucklers, the men of Normandy Beach and Porkchop Hill, sat back and viewed the new development with a query: was the whole thing merely a passing whim of arrested puberty, or should those perverts be arrested? For there was a definite mood of seriousness about those guys which boded ill for short hair as well as for about every traditional thing.

And we know the rest of the story don't we, history buffs: how the Right harranged and the Left reacted, or was it the other way around? Anyway, let's get right on to the chauvinists of—guess what—both sides!

In the corner of the Army establishment was the first sergeant who when asked whether he was prejudiced regarding long hair, replied, "Me prejudiced? Hell no, *they're* prejudiced." And there is no doubt that the man knew what he was talking about. Indeed, what seemed to be the head of the long-hair problem was a rather puckish predilection to defy set standards with long locks functioning as central symbol of the dare. No doubt some standards were in sore need of redress, maybe even dress itself; but in all fairness there were two points of view. So, since the longhairs really had no corner (they wanted the whole ring, which was unfortunately already occupied), both sides met in the middle, speaking with soft, considerate voices and perfect Aristotelian logic. The first side to speak was . . . oh hair! I'll let you guess. Their spokesman approached his audience and began with a slow, measured, subdued delivery, "History has shown that if

truth exists anywhere, surely it is in the parity of free minds which, when confronted with enigma can clearly break it down to the verity of compromise; and such compromise should reveal first of all that man must be the master of his symbols, not the slave."

The other side, after a congratulatory "well said," replied, "At present neither longhairs nor shorthairs have a corner; both want the whole ring while the short-term men of the military, cultural progeny of both combatants, discover themselves caught in the middle of the fray, looking both ways."

Then a gentleman of staid, august appearance appeared, seemingly right out of nowhere (right where speeches of both sides had brought them.) His white hair was rather longish for his age, and his lips protruded oddly. But no pansy he! He looked as if he could bend a horseshoe with a single twist. He began in a voice mellow as the texture of one dollar bills, "Perhaps the Father of Your Country had your quandary well in hand when he prescribed a trim for the trenches and a wig for Whig shindigs." When he had finished these words of wit, he fell silent. Then everyone arose and quietly climbed over the ropes out of the ring, totally taken with the New Truth. The very next day all the wig shops in America were sold out, and every purveyor of perukes found himself filthy rich.

And that's the way it happened, history fans; that's how longhairs, shorthairs and no-care capitalistic hairs came to forget about strife, debate, possible war, and just about everything else and lived happily together, soothed by their irrelevant symbols.

Speaking of fans—

We Almost Lost One

A Johnson is a Johnson is a Johnson? Nope—not in this case. The May Hallmark printed a picture of someone we thought was PVT Lauretta Johnson. In reality, she's a Pam. Lauretta is now out of the service. Sorry.



PVT Pamela Johnson

EES—continued from page 14

as proof) become an integral part of the related EER and are filed in the soldier's Official Military Personnel file. Rebuttal statements may not attempt to force alteration, replacement or removal of the adverse EER. They must be factual and free of unsubstantiated allegations or adverse reflections on the character, conduct, integrity or motives of the rater or reviewer.

When a rated person submits an appeal it is always submitted separately from the EER. To avoid delays in processing it's sent directly to CDR, USA AGPERSCEN, ATTN: AGPE-E, Ft. Benjamin Harrison, IN 46249. However, the person can submit it through normal command channels.

Even though an appeal is being submitted, the original EER must still go to EEC. The chances of an appeal are pretty good as each gets a special detailed review at DA and the indi-

vidual is always notified of the final decision. Any EER can be appealed except one that was part of an individual's file when he was selected for promotion and one that is over five years old from the ending date on the reporting period.

For more detailed information regarding the Enlisted Evaluation System and how it affects *YOU*, see your unit personnel officer. Also refer to DA Pamphlet No. 611-8 "The Enlisted Evaluation System."



R AND R REPORT

USASA sports, recreation and entertainment

Memorial Field

Kagnew Station, Asmara, Ethiopia—

The old Little League field between the Guard Co. barracks and family housing has been completely refurbished. The outfield now has a carpet of lush grass. A new press box and snack bar in one building, concrete dugouts and the traditional flagpole have all been added.

The field is called Jones Memorial Field, in memory of the late Colonel Russel B. Jones, who served as post commander of Kagnew Station from July 2, 1970 to Jan 25, 1972.

With the many volunteer workers and donations of equipment the total cost of the project was kept to \$350.

The project was funded by the American Youth Activities Council (AYAC), a fund raising organization which sponsors sports and other activities for Kagnew youth. The AYAC gets its funds from drives, booths, and concession stands at sporting events.

Lieutenant Colonel Clarence O. Light, Jr., post commander, dedicated the new facility in early March. At the same time he opened the 1973 Little League season by tossing the first ball.

Basketball

Ft. Huachuca, AR—The USASA Test and Evaluation Center roundballers ended a superb '72-'73 season with a 15-3, record. This gave them a first place finish in the West League and the right to advance to the Ft. Huachuca Post Double Elimination Basketball Tournament. The League Championship was the result of hard work, determination and teamwork.

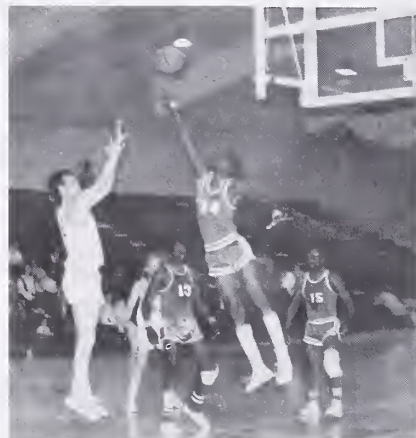
The USASAT&EC Team advanced through the first two rounds of the tournament with easy wins over Co A, 557th Signal and HQ, Ft. Huachuca. USASAT&EC suffered its first defeat at the hands of the 526th Signal Gp, last year's post champion, in the quarter-finals. The semi-finals saw USASAT&EC down Co A, 557th Signal in the last 6 seconds on a rebound



Showing a bit of professional form this young batter hopes the ball is headed for a 193 foot homerun at the newly dedicated Jones Memorial Field.

shot by Dave Iacono. This brought USASAT&EC into the finals of the tournament against the 526th Signal Gp. Once again USASAT&EC was on the short end of the score, but the second place finish proved to be the best show by a USASAT&EC team since 1964.

The team was led in scoring and rebounding by Don Williams, Ivan Berg, and Larry Ziolkowski. Leading the team in play making and assists were Al Blanchard and Dave Iacono.



USASAT&EC's Ivan Berg attempts shot over Robert Taylor, 526th Signal CO while Al Blanchard (23) waits for the rebound. Harry Bell (13) and Jimmy Bell, no relation, (15), from the 526th look on.

Softball

7th RRFS, Ramasun, Thailand—The Ramasun Cobras, trounced all opposition at the recently held USARSUP-THAI Fast Pitch Softball Tournament, taking the first place trophy. In winning the trophy, the Cobras, led by most valuable player Bob King, played three games, winning each by 12 or more points.

The Cobras first played Lop Buri, pasting them to the field with a 22-0 shellacking. In the next game, Ramasun took on the defending champion, Bangkok, breezing to a 13-1 victory. In the final game, a rematch, Ramasun outscored Bangkok 13-2.

A pleased Ramasun Coach, Gene Lyndes, cited the victory as a team effort from start to finish. He credited the strong hitting and overpowering pitching as major factors of the outcome.

The Ramasun team landed the most players on the All-Thailand Softball team. The team represented Thailand in the USARPAC tournament. Representing Ramasun are Bob King, Lou Renteria, Tim Wilbeck, Danyl Howard, Bob Smith, Steve Bailey, Jess "Doc" Frazer, Dennis Gordon, and Mac Brown.

Volleyball

Goodfellow Det., Goodfellow AFB, TX—The USASATC&S Det took all the Volleyball season honors at Goodfellow AFB, TX. League Title, Base Title, and School Title were wrenched from the competition.

In a playoff with the 6948th Security Squadron, the Det put the wraps on a 14-1 record for the League Title. The Base Title was awarded to the best team out of a field of 14. The School Title was won in a playoff tournament of four teams.

The team was coached and captained by Chadwick Andagan, whose expertise on the court was excelled only by his psychological edge. The

Army Det had the only co-ed team, starring Sue Lemn. In the league playoff, when the "secret weapon" was entered, it was the turning point of the game.

Air Force Colonel John Vinay, Jr.,

6940th Air Base Group Commander, presented trophies to the best teams and all the players. He personally congratulated them for their fine games and sportsmanship throughout the season



Goodfellow Det Volleyball champs (l-r): Rick Goodman, Chad Andagan (coach), Dan Hearn, Sue Lemn (sitting), Jerry Mounts, Jerry Aalbers, and Jim Tibbals. (U.S. Air Force Photo)



Members of the USASADSC and the 408th ASA Det (Inf Bde) enjoy a water flag football game during the celebration of the units' third birthday.

Panama

Ft. Clayton Canal Zone—The USASA Det Southern Command and the 408th ASA Det (Inf Bde) celebrated their third birthday on March 30. The units were formed on March 31, 1972 on the discontinuance of ASA Southern Command.

Obtaining 100 percent participation despite a 24-hour mission proved to be no problem to the men south of the border. Off-duty personnel vol-

unteered to work during a portion of the party so that those on duty could participate in the festivities.

During a period when much of the US was suffering through cold and freezing rains, the two ASA units commemorated the occasion with a party at the Ft. Clayton swimming pool and a training holiday. Beer and chow were provided by the Unit Fund and the USAG Ft. Clayton dining facilities.

Will this replace the Julian Calendar?

Meeting a suspense while still getting all other work done causes problems in many offices. The following suggested calendar, reprinted from the Diogenes, Sinop's bi-weekly newspaper, solves this problem. It was titled "From the Adjutant."

Everyone wants his work accomplished yesterday. With this calendar, each staff section can order work on the seventh and get it finished by the third.

Since everything must be finished by Friday there are two Fridays in each week.

There are seven extra days at the end of the month to take care of what

must be finished before next month.

There are no reports due on the 1st because there isn't any 1st. The 10th and 25th are omitted so that reports need not be submitted.

There are no bothersome non-productive Saturdays and Sundays. In that way you can get rush work orders requiring weekend production without the time and a half or dou-

ble time overtime charges.

Each week starts with a day called FUB. This is the day all commanders get together and establish new priorities for everything.

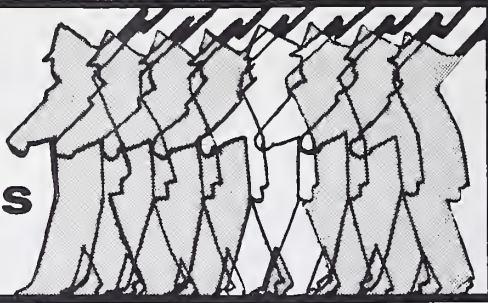
Everyone knows how "rough" it is to start the week off on a Monday. No more of that as it is now the last day of the week.

FUB	FRI	FRI	THU	WED	TUE	MON
8	7	6	5	4	3	2
16	15	14	13	12	11	9
23	22	21	20	19	18	17
31	30	29	28	27	26	24
38	37	36	35	34	33	32

THE

Missed

PERSONS BUREAU



Education seems to play a big part in the lives of this month's retirees. Whether they are taking courses for job advancement in their second career or just studying to further a hobby or special interest, colleges and schools are important to ASA's former members.

From the Pittsburg area, MSG

Nicholas Butella, Jr. writes that he is attending Indiana University of Pennsylvania, where he is working toward a guidance counselor's certificate. He also works as a substitute teacher on a part time basis.

Automotive education is SSG **James Williams, Jr.**'s new interest in Farmington, WV. He has recently

enrolled in an automotive mechanics course with the International Correspondence School of Scranton, PA.

Higher education is important in the south, too, where **CW4 Kenneth R. Lowe** is working on his Master of Science degree in real estate. In addition to his job as area supervisor of custodial services in the Dade County School System of Miami, FL, Ken plans to visit Costa Rica this summer.

Dear Marie Hackett,

Your husband MSG **William Hackett** has not remarried. The **HALLMARK** congratulates you both on staying together despite all our attempts in the June issue to split you up! We are glad this is not a threesome, but a jolly twosome!

The (red faced) **HALLMARK**

Science & Medicine

Quick Tanning Queries

The Food and Drug Administration (FDA) from time to time receives inquiries about various products labeled and advertised for producing a tanned appearance by applying them to the skin. While labeling and advertising are most frequently directed toward men (with recommendation for use as an after-shave lotion), some products are also labeled for use by women on the face, shoulders, arms, and legs.

These tanning products are usually perfumed alcohol-water solutions containing, among other things, dihydroxyacetone and a small amount of acetone. The ingredient dihydroxyacetone reportedly gives a browning effect without exposure to the sun. It is not known just how the dihydroxyacetone reacts with the skin. Dihydroxyacetone has been used for many years in drug preparations.

Toxicity tests conducted by a consulting firm for one manufacturer and submitted to FDA did not show any likelihood of injury from the application of that product to the skin. FDA conducted toxicity studies using dihydroxyacetone solution products. These studies gave no indication that the dihydroxyacetone products would be harmful when used for "tanning" according to label

directions.

The FDA has no basis for questioning label claims that the products produce a tanned appearance.

A few complaints have been received about the development of a mottled and spotty appearance when the "tan" starts to wear off. The mottled areas possibly result from an uneven application and apparently wear off after a few days.

Experiments also indicate that three or four scrubbing with soap and water will also eliminate most of the "tan".

An Obesity Discussion

By MAJ C. L. Lynch
Marine Corps
Physical Fitness Academy

Many people who are overweight claim "I eat very little." Are such claims true, or do the obese eat more than the slim individual? The one thing you can be sure of is that the body weight represents a balance between the intake of food and water and energy expenditure in physical work.

When considering the aforementioned pathetic and often used denial of the obese individual, the following three factors must be considered:

- Not only the size of the main meal, but the nature of the intervening snacks, (often sweets, chocolate,

cookies, coffee, alcohol and soft drinks) make up the weight gaining means of relieving the hunger of those individuals.

- The extent of overeating need only be as slight as 10 kilograms of tissue fat, which is equal to 30 days supply of food, and if accumulated over a 10-year period, indicates an extent of overeating of about one per cent per day. This per cent of error is well within the limits of an expert chef.

- The obese person may in fact eat no more than the slim individual, however, he may ride everywhere instead of walking, thus easily accumulating that 10 kgs of tissue fat in 10 years.

To reduce or prevent obesity one must obviously provide a balance between food intake and energy expenditure. In many cases the change of living pattern need not be that great, as a five percent increase in activity can possibly reduce body weight by 22 pounds in three months. Activity is the preferred way to reduce weight for the following reasons:

- Exercise appears to be more enjoyable to most people than a diet.

- The tendency to lose protein while losing fat is minimized.

- Vigorous exercise has the immediate effect of reducing appetite and food intake.

Yes, Gilbert Goalong, There Is!

If the best things in life are free, how do we go about finding them? The following article from the Supthai Sentinel suggests an open and truly objective mind. Try it and see how good it feels.

Freddy Foulmouth had a rough day at his duty section. Had to work all day. Freddy resents this, he feels he is being taken advantage of just because he is such a good natured guy.

Actually Freddy feels somewhat elated, he enjoys convincing himself that someone is putting the screws to him. Even more enjoyable is the time he spends engaged in a good round of cuss and complain with his buddies in the barracks.

"That ain't nothing," Freddy interjects into a conversation concerning the sad situation of something or the other. "(Censored) sergeant I work for is so gung ho he shines the soles of his boots. The dirty (censored) harrassed me til I couldn't stand it no more today. Man, I'll be so (censored) glad to get out of this green machine so I won't have to put up with these dumb lifers anymore, you know."

Knowing just what to say next, another member of tonight's gripe group, Everready Negative, picks up the cue and takes his shot.

"Right on man, lifers are all the same. They just sit around soaking up the tax payer's money and take turns making life hard for people like us who do all their work for them anyway."

Not wanting to be left out, Dimdull Hallowhead keeps the ball rolling by adding, "Yea, lifers can't make it on the outside, that's why they gotta reenlist all the time."

The fourth and last of the group, Gilbert Goalong, normally a good player of the put down game is having a hard time getting into it tonight. So he explains that he has to write a letter home.

Today his section chief gave him a letter of appreciation for his past efforts on the job. Even got a hand shake, big deal. So, why does he feel so good about the whole thing, he wonders.

Experience with his partners-in-complaint was supposed

to have taught Gilbert that no Army activities were worthy of good feelings.

Over the past few weeks, however, he had come to feel confident in his ability to handle his job. And he didn't really mind working hard. He knew his whole section was working just as hard right along with him. Not only that but right now he was slowly starting to feel pleasing spurts of pride growing and glowing in his mind.

What kind of deal is this, Gilbert exclaims to himself as he lay on his bunk, a little confused but comfortable and content with his new found state of mind.

Yes, Gilbert Goalong, there may not be a Santa Claus, but there is such a thing as objectivity and individual thinking. These things require the discarding of rationalization, generalization, exaggeration and stereotyped thinking.

Tonight you could have joined in the game if you had wanted, but you went your own way and kept your own thoughts. Perhaps you have realized that you can't make it better if you give up the fight without first accepting the challenge and that a situation should be thoroughly evaluated before passing judgment on it.

Look at your friends over in the corner still complaining. Take a good look, see the pained expressions of self pity on their faces as they add, divide and multiply what they consider injustices like they were blessings. Listen to the imaginative almost brilliant excuses they invent not to do the things they should, because united they stand as living proof to each other that trying just wouldn't be worth while.

Now consider yourself lucky and feel good. You have discovered the secret of a truly free mind and learned the priceless value of objectivity.

Yes, Gilbert Goalong, you have finally earned the right to be called an individual. Sleep well and goodnight.

Ideas and Opinions

"The mind stretched by a new idea never returns to the same dimension."



"Fred can really hold his liquor" Too bad for Fred

You probably know someone like Fred. Someone who can drink and drink, and never show it. For some reason, a lot of people think that's a terrific talent.

It isn't. The most common reason some people can drink so much is simple. Practice. They drink a lot. So their bodies build up a tolerance for alcohol. After a few years, it takes quite a lot of alcohol to have much effect. So they keep drinking more and more.

Don't envy the guy who can hold his liquor. He just might be the same guy that cannot get through the day without it.

We could write a book about what most people don't know about drinking. In fact, we just did.

For a free copy write:
N.I.A.A., BOX 2045, ROCKVILLE MD.,
20852.